

Shepherd University Diversity and Equity Committee Meeting Agenda
Rumsey Gallery, Student Center
Wednesday, February 13, 2019
3:10 – 4:30 p.m.

- I. Introductions [>5 Minutes]**
- II. Recorder for Minutes [>5 Minutes]**
- III. New Business [5 Minutes]**
 - A. Updates**
 1. Community
 2. Office of Multicultural Student Affairs
 3. Civility Response Team
 4. Title IX
 - B. Storer College Faculty Award Update [>5 Minutes]**
 - C. Summary of Proposed Committee Action Items [10 Minutes]**
 1. Initiate a Campus Climate Survey for Fall 2019
 - Use results from the survey to substantiate initiatives
 - Establish benchmarks for future climate assessments
 2. Implement Required Training for Faculty and Staff Search Committee Chairs and/or Committees
 3. Track the Structural Diversity of Applicant Pools
 4. Track the Structural Diversity of On-Campus Candidates
 5. Recommend advertising and other strategies to diversify the applicant pool.
 6. Establish Dashboards and Set Goals:
 - a. Student Structural Diversity
By Year and % of Each Race/Ethnicity
 - b. Faculty Structural Diversity
By Year and % of Each Category Race/Ethnicity
 - c. Staff Structural Diversity
By Year and % of Each Category Race/Ethnicity
 - d. Staff Retention
By Year and % of Each Category Race/Ethnicity
 - e. Faculty Retention
By Year and % of Each Category Race/Ethnicity

The following items to be discussed at the April 2019 meeting. Some of the items are or will be addressed under III. B.

E. Areas of Concern

1. Hiring More Underrepresented Employees
2. Spousal Job Search Support for Employee Hires
3. Recruiting More Diverse Students – More Students of Color
4. Mentor Program from First Year Students
[A noble idea, I think we can foster student persistence in other ways]
5. Connect Strategic Plan to Diversity & Equity Initiatives
[What might this look like?]

F. Projects In-Process, Completed, or Need a Lead Person

1. Adding Preferred Names and Preferred Pronouns to Class Rosters and Student IDs
This will be accomplished with the implementation of Banner 9, Fall 2019
The business process related to this change will need to be finalized.
2. Diversity & Equity Committee Website – Chiquita Howard-Bostic
Fully operational! www.shepherd.edu/diversity
3. Have the President speak out on diversity and social justice in speeches writing etc.*
– It is important to “make it clear where Shepherd stands.” A symbol of prioritizing diversity and social justice at the institutional level.
In progress
4. Create a one-page document for faculty /staff. Possibly create an easy, interactive element? Provide scan codes with links for more information? Utilize videos and website resources.
Need committee members willing to work on this.

Diversity & Equity Committee Meetings for 2018 – 2019

- ❖ 3:10 p.m. – Wednesday, October 3, 2018
- ❖ 3:10 p.m. – Wednesday, November 14, 2018
- ❖ 3:10 p.m. – Wednesday, February 13, 2019
- ❖ 3:10 p.m. – Wednesday, April 10, 2019

Diversity & Equity Committee Meetings for 2019 – 2020

- ❖ 3:10 p.m. – Wednesday, September 11, 2019
- ❖ 3:10 p.m. – Wednesday, November 13, 2019
- ❖ 3:10 p.m. – Wednesday, February 12, 2020
- ❖ 3:10 p.m. – Wednesday, April 8, 2020

Multicultural Student Affairs Report

Diversity and Equity Committee

February 13, 2019

Upcoming Events

The Vagina Monologues | Friday, February 15, 2019 to Sunday, February 17, 2019 | 7 p.m. and 1 p.m. | Reynolds Hall

Come see Shepherd University's production of The Vagina Monologues, a show for the purpose of ending violence against women and girls in Reynolds Hall on Feb. 15 and 16 at 7 p.m. and Feb. 17 at 1 p.m. The Vagina Monologues is more than just theater, it is an artistic uprising, a radical act, and an act of resistance. Students/Faculty/Staff: \$5, General Admission \$10. All funds directly benefit Shenandoah Women's Center and community organizations to prevent violence against women and girls.

Sponsored by Title IX and The Office of Multicultural Student Affairs

Voices on Campus: International Students Experiences | Monday, February 18 | 2:30 p.m. – 4:00 p.m. | Byrd Center for Congressional History and Education Auditorium

Voices on Campus is a continuous series on campus that gives a voice to those who may otherwise not have the opportunity. This session will explore the experiences of International Students on campus and cover their adjustment to the American culture. For more information, please contact Keira Cale at kcale@shepherd.edu or Fadela Belhaj at fbelhajs@shepherd.edu.

Sponsored by the Office of Multicultural Student Affairs and the International Affairs Department

Soul Food Night at the Dining Hall | Wednesday, February 20 | 4:00 p.m. to 8 p.m. | Shepherd University, Dining Hall

Dining services along with the Office of Multicultural Student Affairs will be hosting the annual Soul food dinner here on campus, so make sure you come out and enjoy the food!

Sponsored by Chartwells and the Office of Multicultural Student Affairs